

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2025
Revision No.: 24
Date Of Last Revision: 12/20/2001

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.79
Accounting Clerk II	9.11
Accounting Clerk III	10.59
Accounting Clerk IV	12.80
Court Reporter	11.67
Dispatcher, Motor Vehicle	11.67
Document Preparation Clerk	7.56
Duplicating Machine Operator	7.56
Film/Tape Librarian	8.89
General Clerk I	6.32
General Clerk II	7.20
General Clerk III	9.18
General Clerk IV	13.07
Housing Referral Assistant	12.49
Key Entry Operator I	8.52
Key Entry Operator II	9.83
Messenger (Courier)	6.53
Order Clerk I	7.89
Order Clerk II	10.60
Personnel Assistant (Employment) I	8.23
Personnel Assistant (Employment) II	9.25
Personnel Assistant (Employment) III	10.57
Personnel Assistant (Employment) IV	12.95
Production Control Clerk	14.31
Rental Clerk	8.92
Scheduler, Maintenance	8.92
Secretary I	8.92
Secretary II	10.19
Secretary III	12.49
Secretary IV	14.39
Secretary V	15.62
Service Order Dispatcher	10.22
Stenographer I	9.25
Stenographer II	10.35
Supply Technician	15.56
Survey Worker (Interviewer)	10.15
Switchboard Operator-Receptionist	6.65
Test Examiner	10.19
Test Proctor	10.19
Travel Clerk I	8.71
Travel Clerk II	9.13
Travel Clerk III	9.59
Word Processor I	9.21
Word Processor II	11.94
Word Processor III	13.37
Automatic Data Processing Occupations	
Computer Data Librarian	11.08
Computer Operator I	8.30

Computer Operator II	11.24
Computer Operator III	13.39
Computer Operator IV	14.88
Computer Operator V	16.48
Computer Programmer I (1)	13.50
Computer Programmer II (1)	16.60
Computer Programmer III (1)	17.51
Computer Programmer IV (1)	20.64
Computer Systems Analyst I (1)	16.86
Computer Systems Analyst II (1)	19.88
Computer Systems Analyst III (1)	24.66
Peripheral Equipment Operator	11.21
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.68
Automotive Glass Installer	15.17
Automotive Worker	15.17
Electrician, Automotive	16.79
Mobile Equipment Servicer	13.54
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.17
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	12.60
Motor Vehicle Upholstery Worker	14.37
Motor Vehicle Wrecker	15.17
Painter, Automotive	15.98
Radiator Repair Specialist	15.17
Tire Repairer	13.08
Transmission Repair Specialist	16.79
Food Preparation and Service Occupations	
Baker	11.12
Cook I	8.67
Cook II	11.12
Dishwasher	6.69
Food Service Worker	6.30
Meat Cutter	11.30
Waiter/Waitress	6.86
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.98
Furniture Handler	10.70
Furniture Refinisher	15.98
Furniture Refinisher Helper	12.60
Furniture Repairer, Minor	14.37
Upholsterer	15.98
General Services and Support Occupations	
Cleaner, Vehicles	6.84
Elevator Operator	7.19
Gardener	9.74
House Keeping Aid I	6.49
House Keeping Aid II	7.19
Janitor	7.19
Laborer, Grounds Maintenance	7.71
Maid or Houseman	6.49
Pest Controller	10.58
Refuse Collector	6.25
Tractor Operator	9.07
Window Cleaner	7.89
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.02
Licensed Practical Nurse II	11.24
Licensed Practical Nurse III	12.57
Medical Assistant	9.77
Medical Laboratory Technician	10.35
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.17
Nursing Assistant II	8.06
Nursing Assistant III	8.80

Nursing Assistant IV	9.97
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	15.57
Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.06
Registered Nurse III, Anesthetist	23.06
Registered Nurse IV	27.62
Information and Arts Occupations	
Audiovisual Librarian	16.07
Exhibits Specialist I	14.31
Exhibits Specialist II	15.46
Exhibits Specialist III	18.92
Illustrator I	14.31
Illustrator II	15.46
Illustrator III	18.92
Librarian	16.27
Library Technician	12.41
Photographer I	11.16
Photographer II	14.31
Photographer III	15.46
Photographer IV	18.92
Photographer V	22.87
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	13.20
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	8.84
Tailor	9.34
Washer, Machine	7.29
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.98
Tool and Die Maker	19.23
Material Handling and Packing Occupations	
Forklift Operator	13.54
Fuel Distribution System Operator	16.53
Material Coordinator	16.53
Material Expediter	8.19
Material Handling Laborer	9.21
Order Filler	9.17
Production Line Worker (Food Processing)	8.30
Shipping Packer	8.97
Shipping/Receiving Clerk	8.97
Stock Clerk (Shelf Stocker; Store Worker II)	12.25
Store Worker I	9.39
Tools and Parts Attendant	11.10
Warehouse Specialist	9.55
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.79
Aircraft Mechanic Helper	12.60
Aircraft Quality Control Inspector	17.60
Aircraft Servicer	14.37
Aircraft Worker	15.17
Appliance Mechanic	15.98
Bicycle Repairer	13.08
Cable Splicer	19.31
Carpenter, Maintenance	15.98
Carpet Layer	15.17
Electrician, Maintenance	16.79
Electronics Technician, Maintenance I	10.66
Electronics Technician, Maintenance II	15.98
Electronics Technician, Maintenance III	16.79
Fabric Worker	14.37

Fire Alarm System Mechanic	16.79
Fire Extinguisher Repairer	13.54
Fuel Distribution System Mechanic	16.79
General Maintenance Worker	15.17
Heating, Refrigeration and Air Conditioning Mechanic	16.79
Heavy Equipment Mechanic	16.79
Heavy Equipment Operator	17.07
Instrument Mechanic	16.79
Laborer	7.19
Locksmith	15.98
Machinery Maintenance Mechanic	16.79
Machinist, Maintenance	16.79
Maintenance Trades Helper	12.60
Millwright	16.79
Office Appliance Repairer	15.98
Painter, Aircraft	18.38
Painter, Maintenance	15.98
Pipefitter, Maintenance	16.79
Plumber, Maintenance	15.98
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.17
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.17
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	20.24
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79
Well Driller	16.79
Woodcraft Worker	16.79
Woodworker	13.54
Miscellaneous Occupations	
Animal Caretaker	8.58
Carnival Equipment Operator	8.07
Carnival Equipment Repairer	8.67
Carnival Worker	7.00
Cashier	6.13
Desk Clerk	6.81
Embalmer	18.66
Lifeguard	6.13
Mortician	18.66
Park Attendant (Aide)	7.61
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.57
Recreation Specialist	8.21
Recycling Worker	8.07
Sales Clerk	6.13
School Crossing Guard (Crosswalk Attendant)	6.88
Sport Official	6.13
Survey Party Chief (Chief of Party)	10.84
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.61
Swimming Pool Operator	9.72
Vending Machine Attendant	8.07
Vending Machine Repairer	9.72
Vending Machine Repairer Helper	8.07
Personal Needs Occupations	
Child Care Attendant	6.70
Child Care Center Clerk	8.50
Chore Aid	6.50
Homemaker	9.44
Plant and System Operation Occupations	
Boiler Tender	16.79
Sewage Plant Operator	16.14
Stationary Engineer	16.79
Ventilation Equipment Tender	12.60
Water Treatment Plant Operator	16.14
Protective Service Occupations	
Alarm Monitor	7.84
Corrections Officer	18.00

Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	6.13
Guard II	7.84
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	9.96
Hatch Tender	9.96
Line Handler	9.96
Stevedore I	9.43
Stevedore II	10.48
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	11.39
Archeological Technician II	12.74
Archeological Technician III	15.78
Cartographic Technician	18.15
Civil Engineering Technician	15.78
Computer Based Training (CBT) Specialist/ Instructor	17.48
Drafter I	10.59
Drafter II	11.89
Drafter III	15.25
Drafter IV	16.48
Engineering Technician I	11.45
Engineering Technician II	12.85
Engineering Technician III	14.39
Engineering Technician IV	16.25
Engineering Technician V	19.89
Engineering Technician VI	24.06
Environmental Technician	15.78
Flight Simulator/Instructor (Pilot)	18.97
Graphic Artist	16.09
Instructor	19.31
Laboratory Technician	14.21
Mathematical Technician	15.78
Paralegal/Legal Assistant I	13.78
Paralegal/Legal Assistant II	16.42
Paralegal/Legal Assistant III	17.31
Paralegal/Legal Assistant IV	19.86
Photooptics Technician	15.78
Technical Writer	23.36
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	12.01
Weather Observer, Senior (3)	13.34
Weather Observer, Upper Air (3)	12.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.99
Parking and Lot Attendant	11.33
Shuttle Bus Driver	8.67
Taxi Driver	8.01
Truckdriver, Heavy Truck	12.02
Truckdriver, Light Truck	8.67
Truckdriver, Medium Truck	10.45
Truckdriver, Tractor-Trailer	12.96

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3

weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2413
Revision No.: 16
Date Of Last Revision: 10/03/2001

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland
Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton
Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.54
Accounting Clerk II	11.20
Accounting Clerk III	12.78
Accounting Clerk IV	15.02
Court Reporter	12.12
Dispatcher, Motor Vehicle	14.25
Document Preparation Clerk	10.91
Duplicating Machine Operator	10.91
Film/Tape Librarian	9.87
General Clerk I	8.40
General Clerk II	9.68
General Clerk III	12.11
General Clerk IV	14.88
Housing Referral Assistant	16.27
Key Entry Operator I	9.15
Key Entry Operator II	11.04
Messenger (Courier)	8.98
Order Clerk I	11.63
Order Clerk II	15.21
Personnel Assistant (Employment) I	11.58
Personnel Assistant (Employment) II	12.99
Personnel Assistant (Employment) III	15.48
Personnel Assistant (Employment) IV	17.23
Production Control Clerk	14.53
Rental Clerk	11.05
Scheduler, Maintenance	11.42
Secretary I	11.42
Secretary II	13.57
Secretary III	16.27
Secretary IV	18.64
Secretary V	20.74
Service Order Dispatcher	11.73
Stenographer I	9.05
Stenographer II	10.55
Supply Technician	18.64
Survey Worker (Interviewer)	11.80
Switchboard Operator-Receptionist	9.68
Test Examiner	13.57
Test Proctor	13.57
Travel Clerk I	9.36
Travel Clerk II	9.98
Travel Clerk III	10.59
Word Processor I	11.56
Word Processor II	13.56

Word Processor III	15.18
Automatic Data Processing Occupations	
Computer Data Librarian	10.64
Computer Operator I	11.59
Computer Operator II	13.01
Computer Operator III	15.09
Computer Operator IV	16.94
Computer Operator V	18.76
Computer Programmer I (1)	14.77
Computer Programmer II (1)	17.76
Computer Programmer III (1)	21.46
Computer Programmer IV (1)	23.39
Computer Systems Analyst I (1)	25.19
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.26
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.56
Automotive Glass Installer	17.24
Automotive Worker	17.76
Electrician, Automotive	18.45
Mobile Equipment Servicer	16.47
Motor Equipment Metal Mechanic	19.11
Motor Equipment Metal Worker	17.76
Motor Vehicle Mechanic	17.89
Motor Vehicle Mechanic Helper	15.77
Motor Vehicle Upholstery Worker	17.09
Motor Vehicle Wrecker	17.76
Painter, Automotive	18.45
Radiator Repair Specialist	17.76
Tire Repairer	15.45
Transmission Repair Specialist	19.11
Food Preparation and Service Occupations	
Baker	10.61
Cook I	9.12
Cook II	9.79
Dishwasher	8.60
Food Service Worker	8.60
Meat Cutter	11.77
Waiter/Waitress	9.13
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.91
Furniture Handler	13.81
Furniture Refinisher	17.91
Furniture Refinisher Helper	15.31
Furniture Repairer, Minor	16.59
Upholsterer	17.91
General Services and Support Occupations	
Cleaner, Vehicles	8.84
Elevator Operator	8.66
Gardener	11.85
House Keeping Aid I	7.75
House Keeping Aid II	9.19
Janitor	9.20
Laborer, Grounds Maintenance	10.35
Maid or Houseman	7.75
Pest Controller	11.19
Refuse Collector	9.96
Tractor Operator	11.35
Window Cleaner	9.74
Health Occupations	
Dental Assistant	12.00
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.20
Licensed Practical Nurse I	11.76
Licensed Practical Nurse II	13.22
Licensed Practical Nurse III	14.81
Medical Assistant	11.19
Medical Laboratory Technician	12.18
Medical Record Clerk	11.52

Medical Record Technician	13.89
Nursing Assistant I	7.28
Nursing Assistant II	8.18
Nursing Assistant III	8.93
Nursing Assistant IV	10.02
Pharmacy Technician	12.50
Phlebotomist	10.02
Registered Nurse I	15.49
Registered Nurse II	18.48
Registered Nurse II, Specialist	18.48
Registered Nurse III	22.27
Registered Nurse III, Anesthetist	22.27
Registered Nurse IV	26.68
Information and Arts Occupations	
Audiovisual Librarian	17.63
Exhibits Specialist I	15.89
Exhibits Specialist II	18.71
Exhibits Specialist III	23.09
Illustrator I	16.96
Illustrator II	19.97
Illustrator III	24.64
Librarian	21.18
Library Technician	12.12
Photographer I	13.19
Photographer II	17.85
Photographer III	21.52
Photographer IV	26.56
Photographer V	32.12
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.51
Counter Attendant	7.51
Dry Cleaner	8.58
Finisher, Flatwork, Machine	7.51
Presser, Hand	7.51
Presser, Machine, Drycleaning	7.51
Presser, Machine, Shirts	7.51
Presser, Machine, Wearing Apparel, Laundry	7.51
Sewing Machine Operator	9.34
Tailor	10.53
Washer, Machine	8.30
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	19.50
Tool and Die Maker	21.18
Material Handling and Packing Occupations	
Forklift Operator	13.03
Fuel Distribution System Operator	16.66
Material Coordinator	12.64
Material Expediter	12.64
Material Handling Laborer	16.74
Order Filler	12.00
Production Line Worker (Food Processing)	13.41
Shipping Packer	12.35
Shipping/Receiving Clerk	12.35
Stock Clerk (Shelf Stocker; Store Worker II)	13.22
Store Worker I	10.70
Tools and Parts Attendant	13.68
Warehouse Specialist	11.66
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.34
Aircraft Mechanic Helper	17.61
Aircraft Quality Control Inspector	22.09
Aircraft Servicer	19.08
Aircraft Worker	19.83
Appliance Mechanic	17.91
Bicycle Repairer	15.45
Cable Splicer	21.34
Carpenter, Maintenance	17.91
Carpet Layer	17.24
Electrician, Maintenance	19.87

Electronics Technician, Maintenance I	17.35
Electronics Technician, Maintenance II	24.10
Electronics Technician, Maintenance III	26.90
Fabric Worker	16.59
Fire Alarm System Mechanic	18.56
Fire Extinguisher Repairer	15.99
Fuel Distribution System Mechanic	18.56
General Maintenance Worker	17.24
Heating, Refrigeration and Air Conditioning Mechanic	18.56
Heavy Equipment Mechanic	18.56
Heavy Equipment Operator	18.56
Instrument Mechanic	18.56
Laborer	10.85
Locksmith	17.91
Machinery Maintenance Mechanic	19.59
Machinist, Maintenance	18.56
Maintenance Trades Helper	15.31
Millwright	20.01
Office Appliance Repairer	17.91
Painter, Aircraft	17.91
Painter, Maintenance	17.91
Pipefitter, Maintenance	19.87
Plumber, Maintenance	17.91
Pneudraulic Systems Mechanic	18.56
Rigger	19.75
Scale Mechanic	17.24
Sheet-Metal Worker, Maintenance	18.56
Small Engine Mechanic	17.24
Telecommunication Mechanic I	18.56
Telecommunication Mechanic II	21.40
Telephone Lineman	18.56
Welder, Combination, Maintenance	18.56
Well Driller	18.56
Woodcraft Worker	18.56
Woodworker	15.99
Miscellaneous Occupations	
Animal Caretaker	8.76
Carnival Equipment Operator	10.05
Carnival Equipment Repairer	9.12
Carnival Worker	7.53
Cashier	7.79
Desk Clerk	9.49
Embalmer	18.50
Lifeguard	9.27
Mortician	18.50
Park Attendant (Aide)	11.65
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.75
Recreation Specialist	13.23
Recycling Worker	11.56
Sales Clerk	9.28
School Crossing Guard (Crosswalk Attendant)	7.53
Sport Official	9.27
Survey Party Chief (Chief of Party)	16.54
Surveying Aide	9.39
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.78
Swimming Pool Operator	11.26
Vending Machine Attendant	10.75
Vending Machine Repairer	12.05
Vending Machine Repairer Helper	10.75
Personal Needs Occupations	
Child Care Attendant	9.49
Child Care Center Clerk	13.30
Chore Aid	8.07
Homemaker	14.92
Plant and System Operation Occupations	
Boiler Tender	21.34
Sewage Plant Operator	17.91
Stationary Engineer	21.80
Ventilation Equipment Tender	16.48

Water Treatment Plant Operator	17.91
Protective Service Occupations	
Alarm Monitor	13.61
Corrections Officer	19.40
Court Security Officer	19.40
Detention Officer	19.40
Firefighter	18.84
Guard I	9.30
Guard II	16.31
Police Officer	19.96
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.10
Hatch Tender	15.10
Line Handler	15.10
Stevedore I	14.63
Stevedore II	15.67
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.72
Air Traffic Control Specialist, Station (2)	19.51
Air Traffic Control Specialist, Terminal (2)	21.08
Archeological Technician I	17.14
Archeological Technician II	17.72
Archeological Technician III	19.25
Cartographic Technician	19.97
Civil Engineering Technician	19.25
Computer Based Training (CBT) Specialist/ Instructor	23.28
Drafter I	10.41
Drafter II	11.70
Drafter III	15.89
Drafter IV	19.63
Engineering Technician I	12.33
Engineering Technician II	13.85
Engineering Technician III	16.25
Engineering Technician IV	20.73
Engineering Technician V	24.62
Engineering Technician VI	27.76
Environmental Technician	17.88
Flight Simulator/Instructor (Pilot)	25.78
Graphic Artist	22.44
Instructor	22.44
Laboratory Technician	15.93
Mathematical Technician	19.67
Paralegal/Legal Assistant I	12.50
Paralegal/Legal Assistant II	14.73
Paralegal/Legal Assistant III	16.34
Paralegal/Legal Assistant IV	24.70
Photooptics Technician	19.67
Technical Writer	22.50
Unexploded (UXO) Safety Escort	17.65
Unexploded (UXO) Sweep Personnel	17.65
Unexploded Ordnance (UXO) Technician I	17.65
Unexploded Ordnance (UXO) Technician II	21.35
Unexploded Ordnance (UXO) Technician III	25.59
Weather Observer, Combined Upper Air and Surface Programs (3)	13.85
Weather Observer, Senior (3)	15.56
Weather Observer, Upper Air (3)	13.85
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.53
Parking and Lot Attendant	9.26
Shuttle Bus Driver	12.61
Taxi Driver	10.71
Truckdriver, Heavy Truck	16.34
Truckdriver, Light Truck	12.61
Truckdriver, Medium Truck	14.27
Truckdriver, Tractor-Trailer	16.80

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay

for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of

basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination

shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

94-2377 NY,NORTHERN NEW YORK 07/17/01

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2377
Revision No.: 14
Date Of Last Revision: 07/12/2001

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St Lawrence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.02
Accounting Clerk II	10.95
Accounting Clerk III	15.46
Accounting Clerk IV	17.28
Court Reporter	13.84
Dispatcher, Motor Vehicle	13.82
Document Preparation Clerk	10.90
Duplicating Machine Operator	10.90
Film/Tape Librarian	11.76
General Clerk I	8.67
General Clerk II	9.67
General Clerk III	10.55
General Clerk IV	11.84
Housing Referral Assistant	14.41
Key Entry Operator I	9.27
Key Entry Operator II	10.14
Messenger (Courier)	8.23
Order Clerk I	9.82
Order Clerk II	10.29
Personnel Assistant (Employment) I	9.09
Personnel Assistant (Employment) II	10.20
Personnel Assistant (Employment) III	11.15
Personnel Assistant (Employment) IV	12.54
Production Control Clerk	15.39
Rental Clerk	10.75
Scheduler, Maintenance	11.00
Secretary I	11.00
Secretary II	12.92
Secretary III	14.41
Secretary IV	16.00
Secretary V	17.72
Service Order Dispatcher	11.78
Stenographer I	10.47
Stenographer II	11.76
Supply Technician	16.00
Survey Worker (Interviewer)	12.06
Switchboard Operator-Receptionist	9.23
Test Examiner	12.92
Test Proctor	12.92
Travel Clerk I	8.32
Travel Clerk II	8.88
Travel Clerk III	9.43
Word Processor I	10.36
Word Processor II	11.90
Word Processor III	12.52
Automatic Data Processing Occupations	
Computer Data Librarian	10.13
Computer Operator I	11.07

Computer Operator II	11.95
Computer Operator III	13.80
Computer Operator IV	15.33
Computer Operator V	16.96
Computer Programmer I (1)	14.84
Computer Programmer II (1)	18.37
Computer Programmer III (1)	21.53
Computer Programmer IV (1)	25.60
Computer Systems Analyst I (1)	21.89
Computer Systems Analyst II (1)	26.37
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.11
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.26
Automotive Glass Installer	16.87
Automotive Worker	16.87
Electrician, Automotive	17.54
Mobile Equipment Servicer	15.54
Motor Equipment Metal Mechanic	18.26
Motor Equipment Metal Worker	16.87
Motor Vehicle Mechanic	18.26
Motor Vehicle Mechanic Helper	14.88
Motor Vehicle Upholstery Worker	16.21
Motor Vehicle Wrecker	16.87
Painter, Automotive	17.54
Radiator Repair Specialist	16.87
Tire Repairer	15.01
Transmission Repair Specialist	18.26
Food Preparation and Service Occupations	
Baker	15.69
Cook I	14.37
Cook II	15.69
Dishwasher	11.69
Food Service Worker	11.69
Meat Cutter	15.69
Waiter/Waitress	12.36
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.55
Furniture Handler	12.74
Furniture Refinisher	16.55
Furniture Refinisher Helper	14.02
Furniture Repairer, Minor	15.27
Upholsterer	16.55
General Services and Support Occupations	
Cleaner, Vehicles	11.69
Elevator Operator	13.43
Gardener	14.37
House Keeping Aid I	11.01
House Keeping Aid II	11.69
Janitor	11.69
Laborer, Grounds Maintenance	12.36
Maid or Houseman	11.01
Pest Controller	15.04
Refuse Collector	11.69
Tractor Operator	13.69
Window Cleaner	12.36
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.34
Licensed Practical Nurse I	9.70
Licensed Practical Nurse II	10.90
Licensed Practical Nurse III	12.12
Medical Assistant	10.80
Medical Laboratory Technician	12.42
Medical Record Clerk	12.42
Medical Record Technician	13.01
Nursing Assistant I	7.63
Nursing Assistant II	8.57
Nursing Assistant III	9.38

Nursing Assistant IV	10.51
Pharmacy Technician	12.19
Phlebotomist	10.30
Registered Nurse I	14.89
Registered Nurse II	18.21
Registered Nurse II, Specialist	18.21
Registered Nurse III	22.02
Registered Nurse III, Anesthetist	22.02
Registered Nurse IV	26.41
Information and Arts Occupations	
Audiovisual Librarian	17.09
Exhibits Specialist I	13.58
Exhibits Specialist II	16.83
Exhibits Specialist III	20.56
Illustrator I	12.19
Illustrator II	15.10
Illustrator III	18.45
Librarian	19.32
Library Technician	13.81
Photographer I	10.57
Photographer II	11.81
Photographer III	14.63
Photographer IV	17.87
Photographer V	21.61
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.88
Counter Attendant	6.88
Dry Cleaner	7.57
Finisher, Flatwork, Machine	6.88
Presser, Hand	6.88
Presser, Machine, Drycleaning	6.88
Presser, Machine, Shirts	6.88
Presser, Machine, Wearing Apparel, Laundry	6.88
Sewing Machine Operator	7.75
Tailor	8.19
Washer, Machine	7.38
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.55
Tool and Die Maker	19.69
Material Handling and Packing Occupations	
Forklift Operator	12.61
Fuel Distribution System Operator	14.66
Material Coordinator	15.38
Material Expediter	15.38
Material Handling Laborer	10.65
Order Filler	11.70
Production Line Worker (Food Processing)	12.28
Shipping Packer	9.93
Shipping/Receiving Clerk	11.58
Stock Clerk (Shelf Stocker; Store Worker II)	12.12
Store Worker I	10.22
Tools and Parts Attendant	12.28
Warehouse Specialist	12.28
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.64
Aircraft Mechanic Helper	14.73
Aircraft Quality Control Inspector	19.50
Aircraft Servicer	16.08
Aircraft Worker	16.69
Appliance Mechanic	16.55
Bicycle Repairer	14.16
Cable Splicer	23.47
Carpenter, Maintenance	17.16
Carpet Layer	18.29
Electrician, Maintenance	19.97
Electronics Technician, Maintenance I	15.90
Electronics Technician, Maintenance II	19.01
Electronics Technician, Maintenance III	19.77
Fabric Worker	15.29

Fire Alarm System Mechanic	17.75
Fire Extinguisher Repairer	14.66
Fuel Distribution System Mechanic	17.75
General Maintenance Worker	15.90
Heating, Refrigeration and Air Conditioning Mechanic	17.75
Heavy Equipment Mechanic	17.75
Heavy Equipment Operator	15.50
Instrument Mechanic	20.41
Laborer	10.97
Locksmith	16.55
Machinery Maintenance Mechanic	20.41
Machinist, Maintenance	17.75
Maintenance Trades Helper	14.02
Millwright	17.85
Office Appliance Repairer	16.55
Painter, Aircraft	16.55
Painter, Maintenance	16.55
Pipefitter, Maintenance	21.38
Plumber, Maintenance	19.03
Pneudraulic Systems Mechanic	17.75
Rigger	17.75
Scale Mechanic	15.90
Sheet-Metal Worker, Maintenance	20.41
Small Engine Mechanic	15.90
Telecommunication Mechanic I	23.47
Telecommunication Mechanic II	24.30
Telephone Lineman	23.47
Welder, Combination, Maintenance	17.75
Well Driller	20.41
Woodcraft Worker	17.75
Woodworker	14.66
Miscellaneous Occupations	
Animal Caretaker	13.01
Carnival Equipment Operator	13.69
Carnival Equipment Repairer	14.37
Carnival Worker	11.69
Cashier	8.47
Desk Clerk	11.85
Embalmer	16.57
Lifeguard	9.23
Mortician	17.16
Park Attendant (Aide)	11.60
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.62
Recreation Specialist	14.37
Recycling Worker	13.69
Sales Clerk	9.23
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Vending Machine Attendant	13.69
Vending Machine Repairer	15.69
Vending Machine Repairer Helper	13.69
Personal Needs Occupations	
Child Care Attendant	10.36
Child Care Center Clerk	13.86
Chore Aid	11.01
Homemaker	15.04
Plant and System Operation Occupations	
Boiler Tender	19.63
Sewage Plant Operator	16.76
Stationary Engineer	19.63
Ventilation Equipment Tender	14.02
Water Treatment Plant Operator	16.76
Protective Service Occupations	
Alarm Monitor	13.77
Corrections Officer	20.82

Court Security Officer	20.82
Detention Officer	20.82
Firefighter	21.51
Guard I	12.31
Guard II	13.77
Police Officer	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.95
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Line Handler	14.74
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Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
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Drafter II	12.15
Drafter III	13.58
Drafter IV	16.68
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Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
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Weather Observer, Combined Upper Air and Surface Programs (3)	10.97
Weather Observer, Senior (3)	12.18
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Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.96
Parking and Lot Attendant	9.54
Shuttle Bus Driver	11.48
Taxi Driver	10.97
Truckdriver, Heavy Truck	14.72
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Truckdriver, Medium Truck	11.96
Truckdriver, Tractor-Trailer	14.72

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weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost),

reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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06/05/01

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WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2109
Revision No.: 16
Date Of Last Revision: 05/31/2001

State: Florida

Area: Florida Counties of Flagler, Volusia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	8.76
Accounting Clerk II	9.52
Accounting Clerk III	12.10
Accounting Clerk IV	13.60
Court Reporter	11.18
Dispatcher, Motor Vehicle	10.82
Document Preparation Clerk	7.56
Duplicating Machine Operator	7.56
Film/Tape Librarian	9.30
General Clerk I	6.64
General Clerk II	7.46
General Clerk III	8.10
General Clerk IV	9.10
Housing Referral Assistant	12.42
Key Entry Operator I	7.82
Key Entry Operator II	9.78
Messenger (Courier)	7.13
Order Clerk I	7.70
Order Clerk II	9.66
Personnel Assistant (Employment) I	8.28
Personnel Assistant (Employment) II	9.30
Personnel Assistant (Employment) III	11.18
Personnel Assistant (Employment) IV	12.18
Production Control Clerk	12.18
Rental Clerk	9.48
Scheduler, Maintenance	9.48
Secretary I	9.48
Secretary II	11.31
Secretary III	12.32
Secretary IV	13.67
Secretary V	15.16
Service Order Dispatcher	9.30
Stenographer I	9.55
Stenographer II	10.97
Supply Technician	13.67
Survey Worker (Interviewer)	11.18
Switchboard Operator-Receptionist	7.82
Test Examiner	11.31
Test Proctor	11.31
Travel Clerk I	8.96
Travel Clerk II	9.36
Travel Clerk III	9.79
Word Processor I	7.85
Word Processor II	9.08
Word Processor III	10.17
Automatic Data Processing Occupations	
Computer Data Librarian	8.31
Computer Operator I	9.56

Computer Operator II	11.51
Computer Operator III	13.79
Computer Operator IV	15.29
Computer Operator V	16.96
Computer Programmer I (1)	10.77
Computer Programmer II (1)	13.34
Computer Programmer III (1)	16.05
Computer Programmer IV (1)	19.42
Computer Systems Analyst I (1)	16.03
Computer Systems Analyst II (1)	19.00
Computer Systems Analyst III (1)	21.85
Peripheral Equipment Operator	8.31
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	13.51
Automotive Glass Installer	12.16
Automotive Worker	12.16
Electrician, Automotive	12.83
Mobile Equipment Servicer	10.45
Motor Equipment Metal Mechanic	13.51
Motor Equipment Metal Worker	12.16
Motor Vehicle Mechanic	13.51
Motor Vehicle Mechanic Helper	10.00
Motor Vehicle Upholstery Worker	11.48
Motor Vehicle Wrecker	12.16
Painter, Automotive	12.83
Radiator Repair Specialist	12.16
Tire Repairer	10.10
Transmission Repair Specialist	13.51
Food Preparation and Service Occupations	
Baker	10.08
Cook I	8.86
Cook II	10.08
Dishwasher	6.62
Food Service Worker	6.47
Meat Cutter	11.41
Waiter/Waitress	7.10
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	12.69
Furniture Handler	9.85
Furniture Refinisher	12.69
Furniture Refinisher Helper	9.86
Furniture Repairer, Minor	11.26
Upholsterer	12.69
General Services and Support Occupations	
Cleaner, Vehicles	6.79
Elevator Operator	7.27
Gardener	10.38
House Keeping Aid I	6.46
House Keeping Aid II	7.27
Janitor	7.27
Laborer, Grounds Maintenance	8.02
Maid or Houseman	6.46
Pest Controller	10.25
Refuse Collector	6.47
Tractor Operator	9.37
Window Cleaner	7.98
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.00
Licensed Practical Nurse II	11.22
Licensed Practical Nurse III	12.55
Medical Assistant	9.77
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.69
Nursing Assistant II	8.64
Nursing Assistant III	9.43

Nursing Assistant IV	10.58
Pharmacy Technician	12.19
Phlebotomist	11.22
Registered Nurse I	14.15
Registered Nurse II	17.32
Registered Nurse II, Specialist	17.32
Registered Nurse III	20.96
Registered Nurse III, Anesthetist	20.96
Registered Nurse IV	25.11
Information and Arts Occupations	
Audiovisual Librarian	14.46
Exhibits Specialist I	14.49
Exhibits Specialist II	17.71
Exhibits Specialist III	22.24
Illustrator I	14.49
Illustrator II	17.71
Illustrator III	22.24
Librarian	16.03
Library Technician	11.18
Photographer I	12.60
Photographer II	15.40
Photographer III	19.34
Photographer IV	23.61
Photographer V	28.64
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.51
Counter Attendant	7.51
Dry Cleaner	807.00
Finisher, Flatwork, Machine	7.51
Presser, Hand	7.51
Presser, Machine, Drycleaning	7.51
Presser, Machine, Shirts	7.51
Presser, Machine, Wearing Apparel, Laundry	7.51
Sewing Machine Operator	8.96
Tailor	9.45
Washer, Machine	7.98
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	12.69
Tool and Die Maker	17.05
Material Handling and Packing Occupations	
Forklift Operator	8.95
Fuel Distribution System Operator	14.99
Material Coordinator	8.67
Material Expediter	8.67
Material Handling Laborer	6.72
Order Filler	10.47
Production Line Worker (Food Processing)	7.60
Shipping Packer	6.87
Shipping/Receiving Clerk	11.29
Stock Clerk (Shelf Stocker; Store Worker II)	10.18
Store Worker I	7.50
Tools and Parts Attendant	11.34
Warehouse Specialist	8.74
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	13.37
Aircraft Mechanic Helper	9.86
Aircraft Quality Control Inspector	14.09
Aircraft Servicer	11.26
Aircraft Worker	11.99
Appliance Mechanic	12.69
Bicycle Repairer	10.18
Cable Splicer	13.37
Carpenter, Maintenance	12.69
Carpet Layer	11.99
Electrician, Maintenance	13.89
Electronics Technician, Maintenance I	16.45
Electronics Technician, Maintenance II	17.32
Electronics Technician, Maintenance III	18.18
Fabric Worker	11.26

Fire Alarm System Mechanic	13.37
Fire Extinguisher Repairer	10.54
Fuel Distribution System Mechanic	13.37
General Maintenance Worker	11.99
Heating, Refrigeration and Air Conditioning Mechanic	13.37
Heavy Equipment Mechanic	13.37
Heavy Equipment Operator	13.37
Instrument Mechanic	13.37
Laborer	7.74
Locksmith	12.69
Machinery Maintenance Mechanic	13.71
Machinist, Maintenance	14.95
Maintenance Trades Helper	9.86
Millwright	13.37
Office Appliance Repairer	12.69
Painter, Aircraft	12.69
Painter, Maintenance	12.69
Pipefitter, Maintenance	13.37
Plumber, Maintenance	12.69
Pneudraulic Systems Mechanic	13.37
Rigger	13.37
Scale Mechanic	11.99
Sheet-Metal Worker, Maintenance	13.37
Small Engine Mechanic	11.99
Telecommunication Mechanic I	13.37
Telecommunication Mechanic II	14.09
Telephone Lineman	13.37
Welder, Combination, Maintenance	13.37
Well Driller	13.37
Woodcraft Worker	13.37
Woodworker	10.54
Miscellaneous Occupations	
Animal Caretaker	7.68
Carnival Equipment Operator	8.30
Carnival Equipment Repairer	9.19
Carnival Worker	6.47
Cashier	6.85
Desk Clerk	8.12
Embalmer	16.57
Lifeguard	8.31
Mortician	16.57
Park Attendant (Aide)	10.45
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.23
Recreation Specialist	11.26
Recycling Worker	8.33
Sales Clerk	8.31
School Crossing Guard (Crosswalk Attendant)	6.47
Sport Official	8.31
Survey Party Chief (Chief of Party)	14.43
Surveying Aide	9.45
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.95
Swimming Pool Operator	10.08
Vending Machine Attendant	8.30
Vending Machine Repairer	10.08
Vending Machine Repairer Helper	8.30
Personal Needs Occupations	
Child Care Attendant	8.12
Child Care Center Clerk	10.32
Chore Aid	5.94
Homemaker	11.26
Plant and System Operation Occupations	
Boiler Tender	13.37
Sewage Plant Operator	13.12
Stationary Engineer	13.37
Ventilation Equipment Tender	9.86
Water Treatment Plant Operator	13.12
Protective Service Occupations	
Alarm Monitor	8.65
Corrections Officer	12.57

Court Security Officer	13.54
Detention Officer	12.57
Firefighter	13.02
Guard I	6.13
Guard II	8.65
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	9.26
Hatch Tender	9.26
Line Handler	9.26
Stevedore I	8.66
Stevedore II	9.80
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	16.42
Archeological Technician II	18.47
Archeological Technician III	22.80
Cartographic Technician	19.83
Civil Engineering Technician	19.83
Computer Based Training (CBT) Specialist/ Instructor	16.17
Drafter I	11.86
Drafter II	14.73
Drafter III	18.68
Drafter IV	22.80
Engineering Technician I	11.72
Engineering Technician II	14.56
Engineering Technician III	18.46
Engineering Technician IV	22.54
Engineering Technician V	27.46
Engineering Technician VI	33.27
Environmental Technician	13.30
Flight Simulator/Instructor (Pilot)	19.16
Graphic Artist	16.17
Instructor	16.17
Laboratory Technician	11.99
Mathematical Technician	22.80
Paralegal/Legal Assistant I	11.59
Paralegal/Legal Assistant II	14.01
Paralegal/Legal Assistant III	17.13
Paralegal/Legal Assistant IV	20.72
Photooptics Technician	19.83
Technical Writer	22.08
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	13.79
Weather Observer, Senior (3)	15.32
Weather Observer, Upper Air (3)	13.79
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.07
Parking and Lot Attendant	7.27
Shuttle Bus Driver	9.96
Taxi Driver	9.33
Truckdriver, Heavy Truck	12.39
Truckdriver, Light Truck	9.96
Truckdriver, Medium Truck	11.07
Truckdriver, Tractor-Trailer	12.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3

weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination

shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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William W. Gross	Division of	Wage Determination No.: 1994-2103
Director	Wage Determinations	Revision No.: 24
		Date Of Last Revision: 05/31/2001

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
 Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George,
 Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.16
Accounting Clerk II	11.88
Accounting Clerk III	14.04
Accounting Clerk IV	16.37
Court Reporter	14.63
Dispatcher, Motor Vehicle	14.63
Document Preparation Clerk	11.29
Duplicating Machine Operator	11.29
Film/Tape Librarian	14.65
General Clerk I	10.62
General Clerk II	12.47
General Clerk III	13.93
General Clerk IV	17.04
Housing Referral Assistant	17.82
Key Entry Operator I	10.40
Key Entry Operator II	11.62
Messenger (Courier)	9.30
Order Clerk I	13.40
Order Clerk II	14.81
Personnel Assistant (Employment) I	13.05
Personnel Assistant (Employment) II	14.24
Personnel Assistant (Employment) III	16.42
Personnel Assistant (Employment) IV	19.60
Production Control Clerk	17.03
Rental Clerk	14.02
Scheduler, Maintenance	14.02
Secretary I	14.02
Secretary II	15.35
Secretary III	17.82
Secretary IV	19.57
Secretary V	22.79
Service Order Dispatcher	12.76
Stenographer I	14.68
Stenographer II	16.47
Supply Technician	19.57
Survey Worker (Interviewer)	14.63
Switchboard Operator-Receptionist	10.96
Test Examiner	15.35
Test Proctor	15.35
Travel Clerk I	10.57
Travel Clerk II	11.35
Travel Clerk III	12.19
Word Processor I	10.96

Word Processor II	13.21
Word Processor III	15.47
Automatic Data Processing Occupations	
Computer Data Librarian	11.34
Computer Operator I	12.18
Computer Operator II	14.35
Computer Operator III	17.03
Computer Operator IV	17.34
Computer Operator V	21.01
Computer Programmer I (1)	19.64
Computer Programmer II (1)	23.05
Computer Programmer III (1)	26.99
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.54
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.21
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.10
Automotive Glass Installer	17.03
Automotive Worker	17.03
Electrician, Automotive	18.05
Mobile Equipment Servicer	14.94
Motor Equipment Metal Mechanic	19.03
Motor Equipment Metal Worker	17.03
Motor Vehicle Mechanic	19.11
Motor Vehicle Mechanic Helper	16.01
Motor Vehicle Upholstery Worker	17.03
Motor Vehicle Wrecker	17.03
Painter, Automotive	18.05
Radiator Repair Specialist	17.03
Tire Repairer	14.43
Transmission Repair Specialist	19.03
Food Preparation and Service Occupations	
Baker	11.87
Cook I	10.41
Cook II	11.87
Dishwasher	8.60
Food Service Worker	9.01
Meat Cutter	15.30
Waiter/Waitress	8.17
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.05
Furniture Handler	12.55
Furniture Refinisher	18.05
Furniture Refinisher Helper	13.85
Furniture Repairer, Minor	16.01
Upholsterer	18.05
General Services and Support Occupations	
Cleaner, Vehicles	9.44
Elevator Operator	9.15
Gardener	12.98
House Keeping Aid I	8.79
House Keeping Aid II	9.04
Janitor	9.01
Laborer, Grounds Maintenance	10.19
Maid or Houseman	8.71
Pest Controller	11.85
Refuse Collector	9.89
Tractor Operator	12.73
Window Cleaner	9.82
Health Occupations	
Dental Assistant	13.82
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
Licensed Practical Nurse I	14.11
Licensed Practical Nurse II	15.84
Licensed Practical Nurse III	17.73

Medical Assistant	11.76
Medical Laboratory Technician	12.66
Medical Record Clerk	12.56
Medical Record Technician	13.15
Nursing Assistant I	7.69
Nursing Assistant II	8.65
Nursing Assistant III	10.85
Nursing Assistant IV	12.18
Pharmacy Technician	11.84
Phlebotomist	10.19
Registered Nurse I	20.49
Registered Nurse II	22.80
Registered Nurse II, Specialist	22.80
Registered Nurse III	29.44
Registered Nurse III, Anesthetist	29.44
Registered Nurse IV	35.28
Information and Arts Occupations	
Audiovisual Librarian	18.95
Exhibits Specialist I	16.38
Exhibits Specialist II	20.48
Exhibits Specialist III	25.21
Illustrator I	16.21
Illustrator II	20.27
Illustrator III	24.95
Librarian	22.33
Library Technician	15.03
Photographer I	13.93
Photographer II	15.64
Photographer III	19.56
Photographer IV	24.08
Photographer V	26.50
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.97
Counter Attendant	7.97
Dry Cleaner	8.94
Finisher, Flatwork, Machine	7.97
Presser, Hand	7.97
Presser, Machine, Drycleaning	7.97
Presser, Machine, Shirts	7.97
Presser, Machine, Wearing Apparel, Laundry	7.97
Sewing Machine Operator	9.66
Tailor	11.67
Washer, Machine	8.74
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.05
Tool and Die Maker	21.95
Material Handling and Packing Occupations	
Forklift Operator	14.58
Fuel Distribution System Operator	17.62
Material Coordinator	16.82
Material Expediter	16.82
Material Handling Laborer	10.45
Order Filler	13.21
Production Line Worker (Food Processing)	11.64
Shipping Packer	12.21
Shipping/Receiving Clerk	13.09
Stock Clerk (Shelf Stocker; Store Worker II)	12.32
Store Worker I	8.71
Tools and Parts Attendant	16.99
Warehouse Specialist	15.01
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.95
Aircraft Mechanic Helper	14.51
Aircraft Quality Control Inspector	21.01
Aircraft Servicer	16.78
Aircraft Worker	17.84
Appliance Mechanic	18.05

Bicycle Repairer	14.43
Cable Splicer	19.03
Carpenter, Maintenance	18.05
Carpet Layer	17.44
Electrician, Maintenance	21.14
Electronics Technician, Maintenance I	16.08
Electronics Technician, Maintenance II	20.88
Electronics Technician, Maintenance III	22.73
Fabric Worker	15.76
Fire Alarm System Mechanic	19.03
Fire Extinguisher Repairer	14.94
Fuel Distribution System Mechanic	19.03
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	19.03
Heavy Equipment Mechanic	19.03
Heavy Equipment Operator	19.31
Instrument Mechanic	19.03
Laborer	10.13
Locksmith	18.05
Machinery Maintenance Mechanic	20.51
Machinist, Maintenance	21.52
Maintenance Trades Helper	13.85
Millwright	19.03
Office Appliance Repairer	18.05
Painter, Aircraft	20.76
Painter, Maintenance	18.05
Pipefitter, Maintenance	18.39
Plumber, Maintenance	18.05
Pneudraulic Systems Mechanic	19.03
Rigger	19.03
Scale Mechanic	17.03
Sheet-Metal Worker, Maintenance	19.03
Small Engine Mechanic	20.05
Telecommunication Mechanic I	19.03
Telecommunication Mechanic II	20.05
Telephone Lineman	19.03
Welder, Combination, Maintenance	19.03
Well Driller	19.03
Woodcraft Worker	19.03
Woodworker	15.32
Miscellaneous Occupations	
Animal Caretaker	8.92
Carnival Equipment Operator	11.11
Carnival Equipment Repairer	11.97
Carnival Worker	7.48
Cashier	7.75
Desk Clerk	9.78
Embalmer	19.04
Lifeguard	9.23
Mortician	21.63
Park Attendant (Aide)	11.59
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	15.94
Recycling Worker	12.78
Sales Clerk	9.13
School Crossing Guard (Crosswalk Attendant)	9.89
Sport Official	10.22
Survey Party Chief (Chief of Party)	13.56
Surveying Aide	8.43
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.89
Swimming Pool Operator	12.01
Vending Machine Attendant	9.79
Vending Machine Repairer	12.04
Vending Machine Repairer Helper	9.79
Personal Needs Occupations	
Child Care Attendant	10.34
Child Care Center Clerk	14.42

Chore Aid	7.93
Homemaker	14.95
Plant and System Operation Occupations	
Boiler Tender	19.65
Sewage Plant Operator	18.05
Stationary Engineer	19.03
Ventilation Equipment Tender	13.85
Water Treatment Plant Operator	18.05
Protective Service Occupations	
Alarm Monitor	14.07
Corrections Officer	17.69
Court Security Officer	18.29
Detention Officer	18.29
Firefighter	18.84
Guard I	9.23
Guard II	12.16
Police Officer	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.46
Hatch Tender	14.31
Line Handler	14.31
Stevedore I	15.47
Stevedore II	17.45
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.64
Air Traffic Control Specialist, Station (2)	19.06
Air Traffic Control Specialist, Terminal (2)	20.99
Archeological Technician I	14.11
Archeological Technician II	15.78
Archeological Technician III	19.56
Cartographic Technician	22.73
Civil Engineering Technician	19.56
Computer Based Training (CBT) Specialist/ Instructor	21.76
Drafter I	11.84
Drafter II	14.82
Drafter III	16.64
Drafter IV	20.81
Engineering Technician I	14.49
Engineering Technician II	16.82
Engineering Technician III	20.22
Engineering Technician IV	23.20
Engineering Technician V	28.37
Engineering Technician VI	34.33
Environmental Technician	18.91
Flight Simulator/Instructor (Pilot)	27.76
Graphic Artist	18.56
Instructor	21.90
Laboratory Technician	15.13
Mathematical Technician	21.91
Paralegal/Legal Assistant I	16.71
Paralegal/Legal Assistant II	21.31
Paralegal/Legal Assistant III	26.07
Paralegal/Legal Assistant IV	31.54
Photooptics Technician	21.06
Technical Writer	22.89
Unexploded (UXO) Safety Escort	17.56
Unexploded (UXO) Sweep Personnel	17.56
Unexploded Ordnance (UXO) Technician I	17.56
Unexploded Ordnance (UXO) Technician II	21.25
Unexploded Ordnance (UXO) Technician III	25.47
Weather Observer, Combined Upper Air and Surface Programs (3)	15.13
Weather Observer, Senior (3)	17.62
Weather Observer, Upper Air (3)	15.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.72
Parking and Lot Attendant	8.62
Shuttle Bus Driver	11.76

Taxi Driver	10.01
Truckdriver, Heavy Truck	17.52
Truckdriver, Light Truck	11.78
Truckdriver, Medium Truck	14.97
Truckdriver, Tractor-Trailer	17.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole spa

of continuous service with the present contractor or successor, wherever employed, and wit

the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pa

for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate o

basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

94-2059 CA, SAN FRANCISCO 06/05/01
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 WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2059
Director	Wage Determinations	Revision No.: 17
		Date Of Last Revision: 05/31/2001

State: California

Area: California Counties of Marin, San Francisco, San Mateo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	12.50
Accounting Clerk II	12.79
Accounting Clerk III	14.65
Accounting Clerk IV	16.74
Court Reporter	17.07
Dispatcher, Motor Vehicle	15.44
Document Preparation Clerk	12.82
Duplicating Machine Operator	12.82
Film/Tape Librarian	14.32
General Clerk I	9.99
General Clerk II	11.23
General Clerk III	13.80
General Clerk IV	16.68
Housing Referral Assistant	18.38
Key Entry Operator I	10.83
Key Entry Operator II	13.80
Messenger (Courier)	10.67
Order Clerk I	11.50
Order Clerk II	15.83
Personnel Assistant (Employment) I	11.65
Personnel Assistant (Employment) II	13.10
Personnel Assistant (Employment) III	17.43
Personnel Assistant (Employment) IV	18.45
Production Control Clerk	15.98
Rental Clerk	16.05
Scheduler, Maintenance	16.05
Secretary I	16.05
Secretary II	17.07
Secretary III	18.38
Secretary IV	20.39
Secretary V	24.61
Service Order Dispatcher	14.52
Stenographer I	17.00
Stenographer II	19.57
Supply Technician	20.38
Survey Worker (Interviewer)	14.84
Switchboard Operator-Receptionist	11.96
Test Examiner	17.07
Test Proctor	17.07
Travel Clerk I	12.18
Travel Clerk II	13.08
Travel Clerk III	14.11
Word Processor I	13.28
Word Processor II	14.92
Word Processor III	20.32
Automatic Data Processing Occupations	

Computer Data Librarian	12.82
Computer Operator I	13.77
Computer Operator II	15.40
Computer Operator III	17.66
Computer Operator IV	19.28
Computer Operator V	21.39
Computer Programmer I (1)	17.42
Computer Programmer II (1)	21.57
Computer Programmer III (1)	26.35
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.29
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.77
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	21.67
Automotive Glass Installer	19.83
Automotive Worker	22.80
Electrician, Automotive	23.86
Mobile Equipment Servicer	20.76
Motor Equipment Metal Mechanic	24.92
Motor Equipment Metal Worker	22.80
Motor Vehicle Mechanic	24.71
Motor Vehicle Mechanic Helper	19.48
Motor Vehicle Upholstery Worker	21.79
Motor Vehicle Wrecker	22.80
Painter, Automotive	23.86
Radiator Repair Specialist	22.80
Tire Repairer	17.44
Transmission Repair Specialist	24.92
Food Preparation and Service Occupations	
Baker	18.24
Cook I	13.60
Cook II	18.24
Dishwasher	12.45
Food Service Worker	12.45
Meat Cutter	18.24
Waiter/Waitress	13.50
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	20.75
Furniture Handler	20.75
Furniture Refinisher	20.75
Furniture Refinisher Helper	16.94
Furniture Repairer, Minor	18.95
Upholsterer	20.75
General Services and Support Occupations	
Cleaner, Vehicles	12.45
Elevator Operator	12.45
Gardener	16.60
House Keeping Aid I	11.40
House Keeping Aid II	12.45
Janitor	12.45
Laborer, Grounds Maintenance	15.52
Maid or Houseman	11.40
Pest Controller	17.43
Refuse Collector	16.67
Tractor Operator	17.93
Window Cleaner	13.50
Health Occupations	
Dental Assistant	13.55
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.38
Licensed Practical Nurse I	10.79
Licensed Practical Nurse II	12.11
Licensed Practical Nurse III	13.55
Medical Assistant	13.49
Medical Laboratory Technician	13.49
Medical Record Clerk	12.67

Medical Record Technician	17.01
Nursing Assistant I	8.79
Nursing Assistant II	9.88
Nursing Assistant III	10.79
Nursing Assistant IV	12.11
Pharmacy Technician	15.27
Phlebotomist	13.49
Registered Nurse I	23.79
Registered Nurse II	30.09
Registered Nurse II, Specialist	30.09
Registered Nurse III	34.33
Registered Nurse III, Anesthetist	34.33
Registered Nurse IV	41.03
Information and Arts Occupations	
Audiovisual Librarian	17.72
Exhibits Specialist I	18.56
Exhibits Specialist II	21.83
Exhibits Specialist III	26.31
Illustrator I	19.11
Illustrator II	22.48
Illustrator III	27.09
Librarian	24.61
Library Technician	15.23
Photographer I	16.59
Photographer II	18.56
Photographer III	21.83
Photographer IV	26.31
Photographer V	31.82
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	9.50
Counter Attendant	9.50
Dry Cleaner	12.37
Finisher, Flatwork, Machine	9.50
Presser, Hand	9.50
Presser, Machine, Drycleaning	9.50
Presser, Machine, Shirts	9.50
Presser, Machine, Wearing Apparel, Laundry	9.50
Sewing Machine Operator	13.24
Tailor	14.94
Washer, Machine	10.49
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.75
Tool and Die Maker	24.43
Material Handling and Packing Occupations	
Forklift Operator	17.38
Fuel Distribution System Operator	18.05
Material Coordinator	17.76
Material Expediter	17.76
Material Handling Laborer	14.75
Order Filler	14.58
Production Line Worker (Food Processing)	15.89
Shipping Packer	15.31
Shipping/Receiving Clerk	15.31
Stock Clerk (Shelf Stocker; Store Worker II)	14.82
Store Worker I	11.42
Tools and Parts Attendant	16.75
Warehouse Specialist	16.75
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.67
Aircraft Mechanic Helper	16.94
Aircraft Quality Control Inspector	22.58
Aircraft Servicer	18.96
Aircraft Worker	19.83
Appliance Mechanic	20.75
Bicycle Repairer	18.57
Cable Splicer	21.67
Carpenter, Maintenance	23.86

Carpet Layer	19.83
Electrician, Maintenance	29.23
Electronics Technician, Maintenance I	19.22
Electronics Technician, Maintenance II	23.37
Electronics Technician, Maintenance III	25.19
Fabric Worker	19.48
Fire Alarm System Mechanic	24.92
Fire Extinguisher Repairer	20.75
Fuel Distribution System Mechanic	24.92
General Maintenance Worker	19.22
Heating, Refrigeration and Air Conditioning Mechanic	21.67
Heavy Equipment Mechanic	21.87
Heavy Equipment Operator	23.30
Instrument Mechanic	21.67
Laborer	14.75
Locksmith	20.75
Machinery Maintenance Mechanic	21.67
Machinist, Maintenance	21.67
Maintenance Trades Helper	16.94
Millwright	21.67
Office Appliance Repairer	20.75
Painter, Aircraft	20.75
Painter, Maintenance	20.75
Pipefitter, Maintenance	24.92
Plumber, Maintenance	23.86
Pneudraulic Systems Mechanic	24.92
Rigger	21.67
Scale Mechanic	22.80
Sheet-Metal Worker, Maintenance	23.03
Small Engine Mechanic	19.83
Telecommunication Mechanic I	21.67
Telecommunication Mechanic II	22.58
Telephone Lineman	21.67
Welder, Combination, Maintenance	21.67
Well Driller	21.85
Woodcraft Worker	21.67
Woodworker	18.05
Miscellaneous Occupations	
Animal Caretaker	14.54
Carnival Equipment Operator	15.59
Carnival Equipment Repairer	16.60
Carnival Worker	12.45
Cashier	9.73
Desk Clerk	10.58
Embalmer	20.51
Lifeguard	9.79
Mortician	20.51
Park Attendant (Aide)	12.30
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.86
Recreation Specialist	14.35
Recycling Worker	17.92
Sales Clerk	9.21
School Crossing Guard (Crosswalk Attendant)	12.45
Sport Official	9.97
Survey Party Chief (Chief of Party)	31.39
Surveying Aide	18.14
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	21.34
Swimming Pool Operator	18.24
Vending Machine Attendant	15.59
Vending Machine Repairer	18.24
Vending Machine Repairer Helper	15.59
Personal Needs Occupations	
Child Care Attendant	9.43
Child Care Center Clerk	13.83
Chore Aid	11.40
Homemaker	12.47
Plant and System Operation Occupations	

Boiler Tender	24.64
Sewage Plant Operator	23.34
Stationary Engineer	24.92
Ventilation Equipment Tender	16.94
Water Treatment Plant Operator	23.34
Protective Service Occupations	
Alarm Monitor	15.34
Corrections Officer	25.80
Court Security Officer	25.80
Detention Officer	25.80
Firefighter	22.55
Guard I	9.14
Guard II	15.34
Police Officer	29.44
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.59
Hatch Tender	18.59
Line Handler	18.59
Stevedore I	17.76
Stevedore II	19.46
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.38
Air Traffic Control Specialist, Station (2)	19.57
Air Traffic Control Specialist, Terminal (2)	21.56
Archeological Technician I	18.12
Archeological Technician II	20.28
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Computer Based Training (CBT) Specialist/ Instructor	24.24
Drafter I	16.98
Drafter II	19.07
Drafter III	21.34
Drafter IV	25.10
Engineering Technician I	14.99
Engineering Technician II	16.82
Engineering Technician III	18.82
Engineering Technician IV	22.45
Engineering Technician V	25.70
Engineering Technician VI	31.10
Environmental Technician	19.67
Flight Simulator/Instructor (Pilot)	28.28
Graphic Artist	22.32
Instructor	18.64
Laboratory Technician	16.82
Mathematical Technician	22.44
Paralegal/Legal Assistant I	15.87
Paralegal/Legal Assistant II	18.82
Paralegal/Legal Assistant III	23.02
Paralegal/Legal Assistant IV	27.86
Photooptics Technician	21.27
Technical Writer	26.20
Unexploded (UXO) Safety Escort	18.64
Unexploded (UXO) Sweep Personnel	18.64
Unexploded Ordnance (UXO) Technician I	18.64
Unexploded Ordnance (UXO) Technician II	22.55
Unexploded Ordnance (UXO) Technician III	27.03
Weather Observer, Combined Upper Air and Surface Programs (3)	18.38
Weather Observer, Senior (3)	20.43
Weather Observer, Upper Air (3)	18.38
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	18.14
Parking and Lot Attendant	11.78
Shuttle Bus Driver	15.71
Taxi Driver	14.75
Truckdriver, Heavy Truck	21.32
Truckdriver, Light Truck	15.71

Truckdriver, Medium Truck
Truckdriver, Tractor-Trailer

18.14
21.32

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HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties only

See Wage Determination 1974-1257 for the wage rates and fringe benefits for San Francisco County.

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category apply to San Mateo county only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Marin and San Francisco counties.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s)

and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2057
Revision No.: 25
Date Of Last Revision: 05/31/2001

State: California

Area: California Counties of Imperial, San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.27
Accounting Clerk II	11.20
Accounting Clerk III	13.08
Accounting Clerk IV	16.26
Court Reporter	15.05
Dispatcher, Motor Vehicle	13.88
Document Preparation Clerk	10.59
Duplicating Machine Operator	10.59
Film/Tape Librarian	12.74
General Clerk I	7.56
General Clerk II	8.49
General Clerk III	11.15
General Clerk IV	13.40
Housing Referral Assistant	17.26
Key Entry Operator I	9.96
Key Entry Operator II	11.30
Messenger (Courier)	8.97
Order Clerk I	10.93
Order Clerk II	13.63
Personnel Assistant (Employment) I	12.09
Personnel Assistant (Employment) II	14.09
Personnel Assistant (Employment) III	15.53
Personnel Assistant (Employment) IV	18.16
Production Control Clerk	15.36
Rental Clerk	11.91
Scheduler, Maintenance	11.91
Secretary I	11.91
Secretary II	13.18
Secretary III	17.26
Secretary IV	19.52
Secretary V	23.06
Service Order Dispatcher	12.74
Stenographer I	11.52
Stenographer II	12.95
Supply Technician	19.52
Survey Worker (Interviewer)	13.05
Switchboard Operator-Receptionist	10.57
Test Examiner	13.18
Test Proctor	13.18
Travel Clerk I	9.33
Travel Clerk II	10.20
Travel Clerk III	11.20
Word Processor I	11.71
Word Processor II	14.40
Word Processor III	17.55

Automatic Data Processing Occupations

Computer Data Librarian	10.70
Computer Operator I	11.46
Computer Operator II	12.83
Computer Operator III	15.39
Computer Operator IV	18.54
Computer Operator V	20.52
Computer Programmer I (1)	16.26
Computer Programmer II (1)	20.15
Computer Programmer III (1)	26.33
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.83
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.53
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.76
Automotive Glass Installer	17.45
Automotive Worker	17.45
Electrician, Automotive	18.13
Mobile Equipment Servicer	16.06
Motor Equipment Metal Mechanic	18.76
Motor Equipment Metal Worker	17.45
Motor Vehicle Mechanic	18.43
Motor Vehicle Mechanic Helper	15.06
Motor Vehicle Upholstery Worker	16.81
Motor Vehicle Wrecker	17.45
Painter, Automotive	18.13
Radiator Repair Specialist	17.45
Tire Repairer	15.52
Transmission Repair Specialist	18.76
Food Preparation and Service Occupations	
Baker	12.00
Cook I	11.04
Cook II	12.00
Dishwasher	8.28
Food Service Worker	8.28
Meat Cutter	12.97
Waiter/Waitress	8.96
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.13
Furniture Handler	13.02
Furniture Refinisher	18.13
Furniture Refinisher Helper	15.06
Furniture Repairer, Minor	16.81
Upholsterer	18.13
General Services and Support Occupations	
Cleaner, Vehicles	9.52
Elevator Operator	8.28
Gardener	11.04
House Keeping Aid I	7.59
House Keeping Aid II	8.38
Janitor	8.38
Laborer, Grounds Maintenance	8.96
Maid or Houseman	7.58
Pest Controller	11.56
Refuse Collector	9.52
Tractor Operator	10.36
Window Cleaner	9.08
Health Occupations	
Dental Assistant	13.28
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.15
Licensed Practical Nurse I	11.25
Licensed Practical Nurse II	12.63
Licensed Practical Nurse III	14.15
Medical Assistant	9.75
Medical Laboratory Technician	12.54
Medical Record Clerk	12.63

Medical Record Technician	13.25
Nursing Assistant I	7.65
Nursing Assistant II	8.66
Nursing Assistant III	9.38
Nursing Assistant IV	10.55
Pharmacy Technician	12.01
Phlebotomist	11.89
Registered Nurse I	21.00
Registered Nurse II	24.74
Registered Nurse II, Specialist	24.74
Registered Nurse III	29.39
Registered Nurse III, Anesthetist	29.39
Registered Nurse IV	35.22
Information and Arts Occupations	
Audiovisual Librarian	19.52
Exhibits Specialist I	16.76
Exhibits Specialist II	19.53
Exhibits Specialist III	23.89
Illustrator I	16.83
Illustrator II	19.60
Illustrator III	23.99
Librarian	23.06
Library Technician	13.14
Photographer I	13.02
Photographer II	16.76
Photographer III	19.53
Photographer IV	23.89
Photographer V	28.91
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.88
Counter Attendant	6.88
Dry Cleaner	8.51
Finisher, Flatwork, Machine	6.88
Presser, Hand	6.88
Presser, Machine, Drycleaning	6.88
Presser, Machine, Shirts	6.88
Presser, Machine, Wearing Apparel, Laundry	6.88
Sewing Machine Operator	9.06
Tailor	10.10
Washer, Machine	7.30
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.13
Tool and Die Maker	22.25
Material Handling and Packing Occupations	
Forklift Operator	13.28
Fuel Distribution System Operator	16.06
Material Coordinator	12.82
Material Expediter	12.82
Material Handling Laborer	9.82
Order Filler	10.08
Production Line Worker (Food Processing)	11.50
Shipping Packer	10.78
Shipping/Receiving Clerk	10.78
Stock Clerk (Shelf Stocker; Store Worker II)	11.90
Store Worker I	9.45
Tools and Parts Attendant	11.77
Warehouse Specialist	11.77
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.76
Aircraft Mechanic Helper	15.06
Aircraft Quality Control Inspector	21.25
Aircraft Servicer	16.81
Aircraft Worker	17.45
Appliance Mechanic	18.13
Bicycle Repairer	15.52
Cable Splicer	21.57
Carpenter, Maintenance	18.13

Carpet Layer	17.45
Electrician, Maintenance	19.95
Electronics Technician, Maintenance I	11.76
Electronics Technician, Maintenance II	18.80
Electronics Technician, Maintenance III	22.52
Fabric Worker	16.81
Fire Alarm System Mechanic	18.76
Fire Extinguisher Repairer	16.06
Fuel Distribution System Mechanic	18.76
General Maintenance Worker	17.45
Heating, Refrigeration and Air Conditioning Mechanic	18.76
Heavy Equipment Mechanic	20.37
Heavy Equipment Operator	22.87
Instrument Mechanic	19.30
Laborer	10.95
Locksmith	18.13
Machinery Maintenance Mechanic	22.42
Machinist, Maintenance	18.96
Maintenance Trades Helper	15.06
Millwright	20.04
Office Appliance Repairer	18.13
Painter, Aircraft	18.13
Painter, Maintenance	18.13
Pipefitter, Maintenance	18.76
Plumber, Maintenance	18.13
Pneudraulic Systems Mechanic	18.76
Rigger	18.76
Scale Mechanic	17.45
Sheet-Metal Worker, Maintenance	18.76
Small Engine Mechanic	17.45
Telecommunication Mechanic I	18.76
Telecommunication Mechanic II	21.75
Telephone Lineman	18.76
Welder, Combination, Maintenance	18.76
Well Driller	19.74
Woodcraft Worker	18.76
Woodworker	16.06
Miscellaneous Occupations	
Animal Caretaker	9.66
Carnival Equipment Operator	11.56
Carnival Equipment Repairer	12.32
Carnival Worker	8.28
Cashier	9.99
Desk Clerk	10.06
Embalmer	19.62
Lifeguard	9.32
Mortician	19.62
Park Attendant (Aide)	11.71
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.63
Recreation Specialist	13.95
Recycling Worker	11.95
Sales Clerk	9.58
School Crossing Guard (Crosswalk Attendant)	8.28
Sport Official	9.20
Survey Party Chief (Chief of Party)	21.91
Surveying Aide	14.31
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.92
Swimming Pool Operator	12.00
Vending Machine Attendant	11.31
Vending Machine Repairer	13.09
Vending Machine Repairer Helper	10.92
Personal Needs Occupations	
Child Care Attendant	8.07
Child Care Center Clerk	11.26
Chore Aid	9.19
Homemaker	14.12
Plant and System Operation Occupations	

Boiler Tender	18.76
Sewage Plant Operator	19.63
Stationary Engineer	20.31
Ventilation Equipment Tender	15.06
Water Treatment Plant Operator	19.63
Protective Service Occupations	
Alarm Monitor	16.41
Corrections Officer	19.09
Court Security Officer	21.07
Detention Officer	21.07
Firefighter	18.83
Guard I	8.43
Guard II	16.10
Police Officer	23.30
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.33
Hatch Tender	13.33
Line Handler	13.33
Stevedore I	14.76
Stevedore II	16.52
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.91
Air Traffic Control Specialist, Station (2)	19.25
Air Traffic Control Specialist, Terminal (2)	21.19
Archeological Technician I	15.61
Archeological Technician II	17.46
Archeological Technician III	21.64
Cartographic Technician	22.77
Civil Engineering Technician	22.87
Computer Based Training (CBT) Specialist/ Instructor	21.59
Drafter I	12.13
Drafter II	13.62
Drafter III	17.52
Drafter IV	20.42
Engineering Technician I	13.88
Engineering Technician II	15.58
Engineering Technician III	18.76
Engineering Technician IV	22.85
Engineering Technician V	27.83
Engineering Technician VI	33.69
Environmental Technician	18.18
Flight Simulator/Instructor (Pilot)	26.51
Graphic Artist	20.28
Instructor	21.59
Laboratory Technician	15.10
Mathematical Technician	19.44
Paralegal/Legal Assistant I	17.86
Paralegal/Legal Assistant II	22.39
Paralegal/Legal Assistant III	27.39
Paralegal/Legal Assistant IV	33.13
Photooptics Technician	19.93
Technical Writer	25.34
Unexploded (UXO) Safety Escort	18.33
Unexploded (UXO) Sweep Personnel	18.33
Unexploded Ordnance (UXO) Technician I	18.33
Unexploded Ordnance (UXO) Technician II	22.17
Unexploded Ordnance (UXO) Technician III	26.58
Weather Observer, Combined Upper Air and Surface Programs (3)	15.82
Weather Observer, Senior (3)	17.56
Weather Observer, Upper Air (3)	15.82
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.05
Parking and Lot Attendant	6.91
Shuttle Bus Driver	9.61
Taxi Driver	7.85
Truckdriver, Heavy Truck	14.33
Truckdriver, Light Truck	9.61

Truckdriver, Medium Truck
Truckdriver, Tractor-Trailer

13.41
14.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed

classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2537
Revision No.: 21
Date Of Last Revision: 05/31/2001

State: Vermont
Area: Vermont Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.77
Accounting Clerk II	11.73
Accounting Clerk III	13.48
Accounting Clerk IV	16.38
Court Reporter	11.50
Dispatcher, Motor Vehicle	13.07
Document Preparation Clerk	10.73
Duplicating Machine Operator	10.72
Film/Tape Librarian	10.44
General Clerk I	8.83
General Clerk II	12.32
General Clerk III	14.59
General Clerk IV	16.33
Housing Referral Assistant	13.99
Key Entry Operator I	9.53
Key Entry Operator II	11.95
Messenger (Courier)	7.65
Order Clerk I	10.69
Order Clerk II	13.21
Personnel Assistant (Employment) I	10.34
Personnel Assistant (Employment) II	11.62
Personnel Assistant (Employment) III	12.74
Personnel Assistant (Employment) IV	14.47
Production Control Clerk	14.32
Rental Clerk	10.65
Scheduler, Maintenance	11.60
Secretary I	11.22
Secretary II	11.73
Secretary III	13.99
Secretary IV	16.68
Secretary V	17.25
Service Order Dispatcher	11.89
Stenographer I	10.45
Stenographer II	11.65
Supply Technician	16.68
Survey Worker (Interviewer)	11.50
Switchboard Operator-Receptionist	9.66
Test Examiner	11.73
Test Proctor	11.73
Travel Clerk I	9.66
Travel Clerk II	10.71
Travel Clerk III	11.88
Word Processor I	9.37
Word Processor II	10.52
Word Processor III	11.78

Automatic Data Processing Occupations

Computer Data Librarian	10.37
Computer Operator I	11.79
Computer Operator II	15.57

Computer Operator III	18.18
Computer Operator IV	21.37
Computer Operator V	24.48
Computer Programmer I (1)	15.17
Computer Programmer II (1)	18.82
Computer Programmer III (1)	22.95
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	19.69
Computer Systems Analyst II (1)	24.94
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.60
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.55
Automotive Glass Installer	13.80
Automotive Worker	13.80
Electrician, Automotive	14.40
Mobile Equipment Servicer	12.75
Motor Equipment Metal Mechanic	15.00
Motor Equipment Metal Worker	13.80
Motor Vehicle Mechanic	15.00
Motor Vehicle Mechanic Helper	12.15
Motor Vehicle Upholstery Worker	13.35
Motor Vehicle Wrecker	13.80
Painter, Automotive	14.40
Radiator Repair Specialist	13.80
Tire Repairer	12.32
Transmission Repair Specialist	15.00
Food Preparation and Service Occupations	
Baker	10.72
Cook I	9.90
Cook II	10.72
Dishwasher	8.79
Food Service Worker	8.79
Meat Cutter	13.02
Waiter/Waitress	8.89
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.40
Furniture Handler	11.32
Furniture Refinisher	14.40
Furniture Refinisher Helper	12.15
Furniture Repairer, Minor	13.35
Upholsterer	14.91
General Services and Support Occupations	
Cleaner, Vehicles	8.12
Elevator Operator	8.53
Gardener	11.83
House Keeping Aid I	7.50
House Keeping Aid II	8.95
Janitor	8.94
Laborer, Grounds Maintenance	10.05
Maid or Houseman	7.50
Pest Controller	10.31
Refuse Collector	8.59
Tractor Operator	11.25
Window Cleaner	9.52
Health Occupations	
Dental Assistant	12.40
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.34
Licensed Practical Nurse I	9.78
Licensed Practical Nurse II	10.99
Licensed Practical Nurse III	12.72
Medical Assistant	11.93
Medical Laboratory Technician	11.93
Medical Record Clerk	11.36
Medical Record Technician	14.87
Nursing Assistant I	8.33
Nursing Assistant II	9.60
Nursing Assistant III	10.51
Nursing Assistant IV	11.81

Pharmacy Technician	11.63
Phlebotomist	11.37
Registered Nurse I	16.23
Registered Nurse II	19.85
Registered Nurse II, Specialist	19.85
Registered Nurse III	24.02
Registered Nurse III, Anesthetist	24.02
Registered Nurse IV	28.79
Information and Arts Occupations	
Audiovisual Librarian	16.35
Exhibits Specialist I	15.00
Exhibits Specialist II	16.16
Exhibits Specialist III	19.72
Illustrator I	15.00
Illustrator II	16.16
Illustrator III	19.72
Librarian	16.91
Library Technician	11.50
Photographer I	13.49
Photographer II	15.85
Photographer III	20.86
Photographer IV	24.48
Photographer V	34.20
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.61
Counter Attendant	8.61
Dry Cleaner	12.71
Finisher, Flatwork, Machine	8.61
Presser, Hand	8.61
Presser, Machine, Drycleaning	8.61
Presser, Machine, Shirts	8.61
Presser, Machine, Wearing Apparel, Laundry	8.61
Sewing Machine Operator	10.81
Tailor	11.36
Washer, Machine	9.18
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.40
Tool and Die Maker	20.00
Material Handling and Packing Occupations	
Forklift Operator	12.66
Fuel Distribution System Operator	12.75
Material Coordinator	11.40
Material Expediter	11.40
Material Handling Laborer	10.82
Order Filler	11.38
Production Line Worker (Food Processing)	11.63
Shipping Packer	11.69
Shipping/Receiving Clerk	11.73
Stock Clerk (Shelf Stocker; Store Worker II)	13.29
Store Worker I	9.89
Tools and Parts Attendant	10.15
Warehouse Specialist	10.15
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.26
Aircraft Mechanic Helper	14.81
Aircraft Quality Control Inspector	20.86
Aircraft Servicer	16.27
Aircraft Worker	16.82
Appliance Mechanic	14.40
Bicycle Repairer	12.32
Cable Splicer	17.25
Carpenter, Maintenance	14.40
Carpet Layer	13.80
Electrician, Maintenance	17.09
Electronics Technician, Maintenance I	16.30
Electronics Technician, Maintenance II	20.14
Electronics Technician, Maintenance III	21.88
Fabric Worker	13.35
Fire Alarm System Mechanic	15.00

Fire Extinguisher Repairer	12.75
Fuel Distribution System Mechanic	15.00
General Maintenance Worker	13.80
Heating, Refrigeration and Air Conditioning Mechanic	15.00
Heavy Equipment Mechanic	15.00
Heavy Equipment Operator	16.54
Instrument Mechanic	18.02
Laborer	9.27
Locksmith	14.40
Machinery Maintenance Mechanic	16.23
Machinist, Maintenance	15.95
Maintenance Trades Helper	12.15
Millwright	17.25
Office Appliance Repairer	14.40
Painter, Aircraft	14.40
Painter, Maintenance	14.40
Pipefitter, Maintenance	16.80
Plumber, Maintenance	16.09
Pneudraulic Systems Mechanic	15.00
Rigger	15.00
Scale Mechanic	13.80
Sheet-Metal Worker, Maintenance	15.00
Small Engine Mechanic	13.80
Telecommunication Mechanic I	15.00
Telecommunication Mechanic II	17.33
Telephone Lineman	15.00
Welder, Combination, Maintenance	15.00
Well Driller	15.00
Woodcraft Worker	15.00
Woodworker	12.75
Miscellaneous Occupations	
Animal Caretaker	8.93
Carnival Equipment Operator	10.45
Carnival Equipment Repairer	10.99
Carnival Worker	7.93
Cashier	8.57
Desk Clerk	10.44
Embalmer	18.19
Lifeguard	9.32
Mortician	19.52
Park Attendant (Aide)	11.74
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.18
Recreation Specialist	14.44
Recycling Worker	10.19
Sales Clerk	9.32
School Crossing Guard (Crosswalk Attendant)	8.30
Sport Official	9.32
Survey Party Chief (Chief of Party)	13.81
Surveying Aide	9.16
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.55
Swimming Pool Operator	10.72
Vending Machine Attendant	9.41
Vending Machine Repairer	10.72
Vending Machine Repairer Helper	9.41
Personal Needs Occupations	
Child Care Attendant	10.46
Child Care Center Clerk	13.30
Chore Aid	8.01
Homemaker	14.78
Plant and System Operation Occupations	
Boiler Tender	15.00
Sewage Plant Operator	14.40
Stationary Engineer	16.57
Ventilation Equipment Tender	12.15
Water Treatment Plant Operator	14.40
Protective Service Occupations	
Alarm Monitor	12.59
Corrections Officer	17.69
Court Security Officer	18.18

Detention Officer	17.69
Firefighter	16.38
Guard I	11.09
Guard II	12.42
Police Officer	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.80
Hatch Tender	11.80
Line Handler	11.80
Stevedore I	11.13
Stevedore II	12.04
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	11.63
Archeological Technician II	13.08
Archeological Technician III	16.16
Cartographic Technician	18.58
Civil Engineering Technician	18.58
Computer Based Training (CBT) Specialist/ Instructor	20.15
Drafter I	9.60
Drafter II	12.11
Drafter III	17.37
Drafter IV	17.95
Engineering Technician I	10.54
Engineering Technician II	13.22
Engineering Technician III	14.85
Engineering Technician IV	18.35
Engineering Technician V	22.44
Engineering Technician VI	27.19
Environmental Technician	17.06
Flight Simulator/Instructor (Pilot)	22.13
Graphic Artist	17.52
Instructor	17.52
Laboratory Technician	14.49
Mathematical Technician	17.37
Paralegal/Legal Assistant I	13.55
Paralegal/Legal Assistant II	19.25
Paralegal/Legal Assistant III	23.50
Paralegal/Legal Assistant IV	28.50
Photooptics Technician	22.20
Technical Writer	24.73
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	25.71
Weather Observer, Combined Upper Air and Surface Programs (3)	15.79
Weather Observer, Senior (3)	14.23
Weather Observer, Upper Air (3)	14.23
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.37
Parking and Lot Attendant	8.36
Shuttle Bus Driver	9.94
Taxi Driver	9.48
Truckdriver, Heavy Truck	12.72
Truckdriver, Light Truck	9.94
Truckdriver, Medium Truck	10.37
Truckdriver, Tractor-Trailer	12.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay

for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of

basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.